

UNITED STATES DEPARTMENT OF AGRICULTURE

Farm Service Agency
Washington, DC 20250

Notice PM-2093

For: State and County Offices

1999 Pay Adjustments

Approved by: Acting Deputy Administrator, Management

David C. Hall

1 Overview

A

Background

OPM has issued regulations reflecting the 3.1 percent general schedule increase and the 1999 pay localities and disparity rates for locality-based comparability payments for Federal employees.

B

Purpose

This notice extends the general schedule increase and locality pay to CO employees for 1999, subject to the requirements of this notice. It provides instructions for processing personnel actions to change employee data records (EDR's) to reflect salary increases.

C

**Affect on Within
Grade Increases
(WGI's)**

Salary increases because of changes in the general schedule salary rate and locality pay do not affect service creditable for WGI's.

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Disposal Date

February 1, 2000

Distribution

State Offices; State Offices relay to County
Offices

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1 Overview (Continued)

D

Software Changes

County Release No. 397 will update the COE Table File to allow for:

- 1999 general schedule salary changes
 - locality pay rates to be updated in the employee data file (EDF).
-

E

Handbook Amendments

28-PM will be amended to reflect the 1999 locality pay areas.

2 General Schedule Increase

A

Eligible Employees

A 3.1 percent general schedule increase is applicable for all CO employees.

B

Effective Date and Salary

The 1999 general schedule salary rates:

- are effective January 3, 1999
 -
 - will remain in effect in County Offices until the rates are changed for the Federal sector
 - are in Exhibit 1
 - will be released in a 115-FI (Rev. 4) amendment.
-

3 Locality Pay Policies

A

Eligible Employees

Locality pay for CO employees will be determined by the location area of the employee's official duty station, **not** the employee's place of residence. See 28-PM, Exhibit 9, for a list of locality pay areas.

Note: Locality pay areas are the same for 1999 as those established for 1998.

Continued on the next page

3 Locality Pay Policies (Continued)

B

Effective Date and Salary

The 1999 locality pay areas and rates are effective January 3, 1999, and will remain in effect for CO employees until the rates or areas are changed for the Federal sector or the affected employees move to another locality area.

The salary schedules for each locality pay area are in Exhibit 2.

Locality pay is not subject to pay retention rules and applies only while employed in the particular locality area. Employees leaving 1 locality area and moving to another will have their salary set based on the rate for the new locality area, even if it necessitates a reduction in gross pay.

C

Setting Pay

Pay is set using the general schedule salary chart; this determines the base salary. Once the base salary is determined, the applicable locality chart is used to determine the appropriate adjusted salary. This applies for all pay setting purposes including moves between locality areas and for promotions within the same area.

Example: A grade 7 step 8 employee in locality area 25, with an adjusted salary of \$35,559, accepts a grade 9 position in locality area 28. The new payrolling office uses the general salary chart to determine the step at which to set pay for the grade 9 position. A grade 7 step 8 base salary is \$31,451; a 2-step equivalent increase would be step 10 at \$33,151. The closest step in the grade 9 that does not reduce this amount is a step 3 at \$33,275. This is the new base salary. The locality chart for locality 28 is now used to determine the adjusted salary for a grade 9 step 3 which is \$35,228.

4 County Office Action

A

County Office Responsibility

Each County Office shall determine the proper pay table to be used for each employee or committee member. The areas are defined in 28-PM, Exhibit 9.

Employees receiving pay retention receive 1 half of the general salary increase and then have the locality pay applied. The tables in Exhibit 2 will not reflect the correct salary for these employees. For assistance in determining the appropriate salary for employees receiving pay retention, contact HRD through the State Office.

Continued on the next page

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4 County Office Action (Continued)

B

Changes to EDR's for Employees

EDR's for County Office employees will need to be updated. The update will need to include an increase to the annual salary that reflects:

- 3.1 percent general salary increase
- locality increase for all employees, except those in Alaska and Hawaii.

For those employees receiving cost-of-living allowances, in Alaska and Hawaii, the locality pay code of "0" must continue to be present to identify the locality area, even though they are currently not covered by locality pay and the salary will remain unaffected by locality pay for 1999.

C

Processing Employee Actions

After installing County Release No. 397, County Offices shall process FSA-50 in EDF for all CO employees. The action shall include the:

- effective date of "01-03-99"
- NOA code 208 for administrative pay adjustment
- appropriate locality pay code from Exhibit 2

Note: The locality pay code should remain the same as it was in 1998.

- employee's appropriate adjusted base annual salary

Note: Adjusted base annual salary includes the general salary increase and the locality pay differential.

- remark "1999 pay adjustment per Notice PM-2093".

Process FSA-50's between January 6 and 15, 1999. See 28-PM for general personnel processing instructions.

Continued on the next page

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4 County Office Action (Continued)

D

Updating SF-2806 and SF-3100

Post increase in salary on SF-2806 and SF-3100/SF-3100A, Service History Section, according to 22-PM, Exhibit 49. Enter:

- "1-3-99" in column 1
 - "Adm/Loc Pay" in column 2
 - appropriate adjusted annual salary in column 3.
-

E

Processing Committee Member Actions

The locality pay differential policies also apply to committee members and alternates, including minority advisors, marketing quota review members, and referendum committee members. The locality pay code field is on Screen NAA31020 and FSA-353; however, since the locality pay areas and codes are unchanged for 1999, no processing is required for committee members.

F

Contact

For questions concerning this notice, State Offices shall contact Barbara Boyd, HRD at 202-418-8992.

Note: HRD's TDD number for the hearing impaired is 202-418-9116.

1999 Pay Rates for the General Schedule Increase of 3.10 Percent

Step →	1	2	3	4	5	6	7	8	9	10	Within Grade Amounts
Grade ↓											
1	13,362	13,807	14,252	14,694	15,140	15,401	15,838	16,281	16,299	16,718	Varies
2	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907	Varies
3	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306	\$546
4	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918	\$613
5	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762	\$686
6	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833	\$765
7	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151	\$850
8	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711	\$941
9	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555	\$1,040
10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658	\$1,145
11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066	\$1,258
12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808	\$1,508

1999 Pay Rates for Locality 1, Atlanta of 6.67 Percent (Net Increase: 3.58 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,253	14,728	15,203	15,674	16,150	16,428	16,894	17,367	17,386	17,833
2	16,025	16,406	16,937	17,386	17,581	18,099	18,616	19,133	19,651	20,168
3	17,485	18,068	18,650	19,233	19,815	20,397	20,980	21,562	22,145	22,727
4	19,628	20,282	20,936	21,590	22,244	22,898	23,552	24,206	24,859	25,513
5	21,961	22,693	23,425	24,156	24,888	25,620	26,352	27,084	27,815	28,547
6	24,479	25,295	26,111	26,927	27,743	28,559	29,375	30,191	31,007	31,823
7	27,202	28,109	29,015	29,922	30,829	31,735	32,642	33,549	34,455	35,362
8	30,126	31,130	32,133	33,137	34,141	35,145	36,148	37,152	38,156	39,160
9	33,276	34,385	35,494	36,604	37,713	38,823	39,932	41,041	42,151	43,260
10	36,644	37,866	39,087	40,308	41,530	42,751	43,973	45,194	46,415	47,637
11	40,262	41,603	42,945	44,287	45,629	46,971	48,313	49,655	50,997	52,339
12	48,253	49,862	51,470	53,079	54,688	56,296	57,905	59,513	61,122	62,730

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1999 Pay Rates for Locality 2, Boston of 9.32 Percent (Net Increase: 3.77 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,607	15,094	15,580	16,063	16,551	16,836	17,314	17,798	17,818	18,276
2	16,423	16,813	17,358	17,818	18,018	18,548	19,079	19,609	20,139	20,669
3	17,920	18,517	19,114	19,710	20,307	20,904	21,501	22,098	22,695	23,292
4	20,116	20,786	21,456	22,126	22,796	23,467	24,137	24,807	25,477	26,147
5	22,507	23,257	24,007	24,757	25,507	26,256	27,006	27,756	28,506	29,256
6	25,087	25,923	26,759	27,596	28,432	29,268	30,105	30,941	31,777	32,613
7	27,878	28,807	29,736	30,665	31,595	32,524	33,453	34,382	35,311	36,241
8	30,874	31,903	32,932	33,960	34,989	36,018	37,046	38,075	39,104	40,132
9	34,102	35,239	36,376	37,513	38,650	39,787	40,924	42,061	43,198	44,335
10	37,555	38,806	40,058	41,310	42,562	43,813	45,065	46,317	47,568	48,820
11	41,262	42,637	44,012	45,387	46,763	48,138	49,513	50,888	52,264	53,639
12	49,452	51,101	52,749	54,398	56,046	57,695	59,343	60,992	62,640	64,289

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1999 Pay Rates for Locality 3, Chicago of 9.98 Percent (Net Increase: 3.83 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,696	15,185	15,674	16,160	16,651	16,938	17,419	17,906	17,926	18,386
2	16,522	16,915	17,463	17,926	18,127	18,660	19,194	19,727	20,261	20,794
3	18,028	18,628	19,229	19,829	20,430	21,030	21,631	22,231	22,832	23,432
4	20,237	20,912	21,586	22,260	22,934	23,608	24,282	24,957	25,631	26,305
5	22,643	23,397	24,152	24,906	25,661	26,415	27,169	27,924	28,678	29,433
6	25,238	26,080	26,921	27,762	28,604	29,445	30,286	31,128	31,969	32,810
7	28,046	28,981	29,916	30,850	31,785	32,720	33,655	34,590	35,525	36,459
8	31,061	32,095	33,130	34,165	35,200	36,235	37,270	38,305	39,340	40,375
9	34,308	35,452	36,596	37,740	38,883	40,027	41,171	42,315	43,459	44,602
10	37,781	39,041	40,300	41,559	42,819	44,078	45,337	46,596	47,856	49,115
11	41,511	42,894	44,278	45,661	47,045	48,429	49,812	51,196	52,579	53,963
12	49,751	51,409	53,068	54,726	56,385	58,043	59,702	61,360	63,019	64,677

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1999 Pay Rates for Locality 4, Cincinnati of 8.31 Percent (Net Increase: 3.67 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,472	14,954	15,436	15,915	16,398	16,681	17,154	17,634	17,653	18,107
2	16,271	16,658	17,197	17,653	17,852	18,377	18,902	19,428	19,953	20,478
3	17,754	18,346	18,937	19,528	20,120	20,711	21,302	21,894	22,485	23,077
4	19,930	20,594	21,258	21,922	22,586	23,250	23,914	24,578	25,242	25,906
5	22,299	23,042	23,785	24,528	25,271	26,014	26,757	27,500	28,243	28,986
6	24,855	25,684	26,512	27,341	28,169	28,998	29,826	30,655	31,484	32,312
7	27,620	28,541	29,461	30,382	31,303	32,223	33,144	34,065	34,985	35,906
8	30,589	31,608	32,627	33,647	34,666	35,685	36,704	37,723	38,742	39,762
9	33,787	34,914	36,040	37,167	38,293	39,419	40,546	41,672	42,799	43,925
10	37,208	38,448	39,688	40,928	42,168	43,408	44,649	45,889	47,129	48,369
11	40,881	42,243	43,606	44,968	46,331	47,693	49,056	50,418	51,781	53,143
12	48,995	50,628	52,262	53,895	55,528	57,162	58,795	60,428	62,062	63,695

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1999 Pay Rates for Locality 5, Cleveland of 6.92 Percent (Net Increase: 3.65 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,287	14,762	15,238	15,711	16,188	16,467	16,934	17,408	17,427	17,875
2	16,063	16,444	16,977	17,427	17,623	18,141	18,660	19,178	19,697	20,215
3	17,526	18,110	18,694	19,278	19,861	20,445	21,029	21,613	22,197	22,780
4	19,674	20,330	20,985	21,641	22,296	22,951	23,607	24,262	24,918	25,573
5	22,013	22,746	23,480	24,213	24,947	25,680	26,414	27,147	27,880	28,614
6	24,536	25,354	26,172	26,990	27,808	28,626	29,444	30,262	31,080	31,897
7	27,266	28,174	29,083	29,992	30,901	31,810	32,719	33,627	34,536	35,445
8	30,196	31,202	32,209	33,215	34,221	35,227	36,233	37,239	38,245	39,251
9	33,354	34,466	35,578	36,690	37,802	38,914	40,026	41,137	42,249	43,361
10	36,730	37,954	39,179	40,403	41,627	42,851	44,076	45,300	46,524	47,748
11	40,356	41,701	43,046	44,391	45,736	47,081	48,426	49,771	51,116	52,461
12	48,366	49,979	51,591	53,203	54,816	56,428	58,040	59,653	61,265	62,878

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1999 Pay Rates for Locality 29, Columbus of 7.46 Percent (Net Increase: 3.64 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,359	14,837	15,315	15,790	16,269	16,550	17,020	17,496	17,515	17,965
2	16,144	16,527	17,062	17,515	17,712	18,233	18,754	19,275	19,796	20,317
3	17,615	18,202	18,788	19,375	19,962	20,549	21,135	21,722	22,309	22,895
4	19,774	20,432	21,091	21,750	22,409	23,067	23,726	24,385	25,044	25,702
5	22,124	22,861	23,598	24,335	25,073	25,810	26,547	27,284	28,021	28,758
6	24,660	25,482	26,304	27,126	27,948	28,770	29,592	30,414	31,236	32,059
7	27,403	28,317	29,230	30,144	31,057	31,970	32,884	33,797	34,711	35,624
8	30,349	31,360	32,371	33,382	34,394	35,405	36,416	37,427	38,438	39,450
9	33,522	34,640	35,757	36,875	37,992	39,110	40,228	41,345	42,463	43,580
10	36,916	38,146	39,377	40,607	41,837	43,068	44,298	45,529	46,759	47,989
11	40,560	41,912	43,263	44,615	45,967	47,319	48,671	50,023	51,374	52,726
12	48,611	50,231	51,852	53,472	55,093	56,713	58,334	59,954	61,575	63,195

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1999 Pay Rates for Locality 6, Dallas of 7.47 Percent (Net Increase: 3.65 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,360	14,838	15,317	15,792	16,271	16,551	17,021	17,497	17,517	17,967
2	16,145	16,529	17,064	17,517	17,713	18,234	18,756	19,277	19,798	20,319
3	17,616	18,203	18,790	19,377	19,964	20,550	21,137	21,724	22,311	22,898
4	19,776	20,434	21,093	21,752	22,411	23,070	23,728	24,387	25,046	25,705
5	22,126	22,863	23,600	24,338	25,075	25,812	26,549	27,287	28,024	28,761
6	24,662	25,484	26,307	27,129	27,951	28,773	29,595	30,417	31,239	32,062
7	27,406	28,319	29,233	30,146	31,060	31,973	32,887	33,800	34,714	35,627
8	30,352	31,363	32,374	33,386	34,397	35,408	36,419	37,431	38,442	39,453
9	33,525	34,643	35,761	36,878	37,996	39,114	40,231	41,349	42,467	43,584
10	36,919	38,150	39,380	40,611	41,841	43,072	44,302	45,533	46,763	47,994
11	40,563	41,915	43,267	44,619	45,971	47,323	48,675	50,027	51,379	52,731
12	48,615	50,236	51,856	53,477	55,098	56,718	58,339	59,960	61,580	63,201

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1999 Pay Rates for Locality 7, Dayton of 6.67 Percent (Net Increase: 3.57 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,253	14,728	15,203	15,674	16,150	16,428	16,894	17,367	17,386	17,833
2	16,025	16,406	16,937	17,386	17,581	18,099	18,616	19,133	19,651	20,168
3	17,485	18,068	18,650	19,233	19,815	20,397	20,980	21,562	22,145	22,727
4	19,628	20,282	20,936	21,590	22,244	22,898	23,552	24,206	24,859	25,513
5	21,961	22,693	23,425	24,156	24,888	25,620	26,352	27,084	27,815	28,547
6	24,479	25,295	26,111	26,927	27,743	28,559	29,375	30,191	31,007	31,823
7	27,202	28,109	29,015	29,922	30,829	31,735	32,642	33,549	34,455	35,362
8	30,126	31,130	32,133	33,137	34,141	35,145	36,148	37,152	38,156	39,160
9	33,276	34,385	35,494	36,604	37,713	38,823	39,932	41,041	42,151	43,260
10	36,644	37,866	39,087	40,308	41,530	42,751	43,973	45,194	46,415	47,637
11	40,262	41,603	42,945	44,287	45,629	46,971	48,313	49,655	50,997	52,339
12	48,253	49,862	51,470	53,079	54,688	56,296	57,905	59,513	61,122	62,730

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1999 Pay Rates for Locality 8, Denver of 9.16 Percent (Net Increase: 3.77 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,586	15,072	15,557	16,040	16,527	16,812	17,289	17,772	17,792	18,249
2	16,399	16,789	17,332	17,792	17,992	18,521	19,051	19,580	20,109	20,639
3	17,894	18,490	19,086	19,682	20,278	20,874	21,470	22,066	22,662	23,258
4	20,087	20,756	21,425	22,094	22,763	23,432	24,101	24,771	25,440	26,109
5	22,474	23,223	23,972	24,720	25,469	26,218	26,967	27,716	28,465	29,213
6	25,050	25,885	26,720	27,555	28,390	29,225	30,060	30,896	31,731	32,566
7	27,837	28,765	29,693	30,620	31,548	32,476	33,404	34,332	35,260	36,188
8	30,829	31,856	32,883	33,911	34,938	35,965	36,992	38,019	39,047	40,074
9	34,052	35,188	36,323	37,458	38,594	39,729	40,864	41,999	43,135	44,270
10	37,500	38,750	39,999	41,249	42,499	43,749	44,999	46,249	47,499	48,749
11	41,201	42,575	43,948	45,321	46,694	48,068	49,441	50,814	52,187	53,560
12	49,380	51,026	52,672	54,318	55,964	57,610	59,256	60,903	62,549	64,195

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1999 Pay Rates for Locality 9, Detroit of 10.13 Percent (Net Increase: 3.83 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,716	15,206	15,696	16,183	16,674	16,961	17,442	17,930	17,950	18,412
2	16,545	16,938	17,486	17,950	18,152	18,686	19,220	19,754	20,288	20,822
3	18,053	18,654	19,255	19,856	20,458	21,059	21,660	22,262	22,863	23,464
4	20,265	20,940	21,615	22,290	22,965	23,641	24,316	24,991	25,666	26,341
5	22,674	23,429	24,185	24,940	25,696	26,451	27,207	27,962	28,717	29,473
6	25,273	26,115	26,958	27,800	28,643	29,485	30,328	31,170	32,013	32,855
7	28,084	29,020	29,956	30,893	31,829	32,765	33,701	34,637	35,573	36,509
8	31,103	32,139	33,176	34,212	35,248	36,285	37,321	38,357	39,394	40,430
9	34,355	35,500	36,646	37,791	38,936	40,082	41,227	42,373	43,518	44,663
10	37,833	39,094	40,355	41,616	42,877	44,138	45,399	46,660	47,921	49,182
11	41,567	42,953	44,338	45,724	47,109	48,495	49,880	51,266	52,651	54,036
12	49,818	51,479	53,140	54,801	56,461	58,122	59,783	61,444	63,104	64,765

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1999 Pay Rates for Locality 36, Hartford of 9.85 Percent (Net Increase: 3.78 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,678	15,167	15,656	16,141	16,631	16,918	17,398	17,885	17,904	18,365
2	16,503	16,895	17,442	17,904	18,105	18,638	19,171	19,704	20,237	20,769
3	18,007	18,606	19,206	19,806	20,406	21,006	21,605	22,205	22,805	23,405
4	20,213	20,887	21,560	22,234	22,907	23,580	24,254	24,927	25,601	26,274
5	22,616	23,369	24,123	24,877	25,630	26,384	27,137	27,891	28,644	29,398
6	25,208	26,049	26,889	27,729	28,570	29,410	30,250	31,091	31,931	32,772
7	28,013	28,947	29,880	30,814	31,748	32,681	33,615	34,549	35,483	36,416
8	31,024	32,058	33,091	34,125	35,159	36,192	37,226	38,260	39,293	40,327
9	34,268	35,410	36,553	37,695	38,837	39,980	41,122	42,265	43,407	44,550
10	37,737	38,995	40,252	41,510	42,768	44,026	45,283	46,541	47,799	49,057
11	41,462	42,844	44,226	45,608	46,989	48,371	49,753	51,135	52,517	53,899
12	49,692	51,348	53,005	54,661	56,318	57,974	59,631	61,288	62,944	64,601

Continued on the next page

1999 Pay Rates for Locality 10, Houston of 12.92 Percent (Net Increase: 3.98 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	15,088	15,591	16,093	16,592	17,096	17,391	17,884	18,385	18,405	18,878
2	16,964	17,367	17,929	18,405	18,611	19,159	19,707	20,254	20,802	21,350
3	18,510	19,126	19,743	20,359	20,976	21,593	22,209	22,826	23,442	24,059
4	20,778	21,471	22,163	22,855	23,547	24,239	24,932	25,624	26,316	27,008
5	23,248	24,023	24,797	25,572	26,346	27,121	27,896	28,670	29,445	30,220
6	25,913	26,777	27,641	28,504	29,368	30,232	31,096	31,960	32,824	33,687
7	28,796	29,756	30,715	31,675	32,635	33,595	34,555	35,514	36,474	37,434
8	31,891	32,953	34,016	35,079	36,141	37,204	38,266	39,329	40,391	41,454
9	35,225	36,400	37,574	38,748	39,923	41,097	42,272	43,446	44,620	45,795
10	38,791	40,084	41,377	42,670	43,963	45,256	46,549	47,842	49,135	50,428
11	42,621	44,041	45,462	46,882	48,303	49,723	51,144	52,564	53,985	55,405
12	51,080	52,783	54,486	56,189	57,892	59,595	61,297	63,000	64,703	66,406

Continued on the next page

1999 Pay Rates for Locality 11, Huntsville of 6.31 Percent (Net Increase: 3.56 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,205	14,678	15,151	15,621	16,095	16,373	16,837	17,308	17,327	17,773
2	15,971	16,350	16,880	17,327	17,522	18,038	18,553	19,069	19,584	20,100
3	17,426	18,007	18,587	19,168	19,748	20,329	20,909	21,490	22,070	22,650
4	19,562	20,214	20,865	21,517	22,169	22,821	23,472	24,124	24,776	25,427
5	21,887	22,616	23,346	24,075	24,804	25,534	26,263	26,992	27,721	28,451
6	24,396	25,209	26,023	26,836	27,649	28,462	29,276	30,089	30,902	31,715
7	27,110	28,014	28,917	29,821	30,725	31,628	32,532	33,436	34,339	35,243
8	30,024	31,024	32,025	33,025	34,026	35,026	36,026	37,027	38,027	39,027
9	33,163	34,269	35,375	36,480	37,586	38,692	39,797	40,903	42,008	43,114
10	36,521	37,738	38,955	40,172	41,390	42,607	43,824	45,041	46,259	47,476
11	40,126	41,463	42,800	44,138	45,475	46,813	48,150	49,487	50,825	52,162
12	48,090	49,694	51,297	52,900	54,503	56,106	57,709	59,312	60,916	62,519

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1999 Pay Rates for Locality 12, Indianapolis of 6.08 Percent (Net Increase: 3.54 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,174	14,646	15,119	15,587	16,061	16,337	16,801	17,271	17,290	17,734
2	15,936	16,315	16,843	17,290	17,484	17,999	18,513	19,028	19,542	20,057
3	17,389	17,968	18,547	19,126	19,705	20,285	20,864	21,443	22,022	22,601
4	19,520	20,170	20,820	21,471	22,121	22,771	23,421	24,072	24,722	25,372
5	21,840	22,567	23,295	24,023	24,751	25,478	26,206	26,934	27,661	28,389
6	24,343	25,155	25,966	26,778	27,589	28,401	29,212	30,024	30,835	31,647
7	27,051	27,953	28,855	29,757	30,658	31,560	32,462	33,363	34,265	35,167
8	29,959	30,957	31,956	32,954	33,952	34,950	35,948	36,947	37,945	38,943
9	33,092	34,195	35,298	36,401	37,505	38,608	39,711	40,814	41,918	43,021
10	36,442	37,656	38,871	40,086	41,300	42,515	43,729	44,944	46,159	47,373
11	40,039	41,373	42,708	44,042	45,377	46,711	48,046	49,380	50,715	52,049
12	47,986	49,586	51,186	52,785	54,385	55,985	57,584	59,184	60,784	62,384

Continued on the next page

1999 Pay Rates for Locality 13, Kansas City of 6.51 Percent (Net Increase: 3.54 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,232	14,706	15,180	15,651	16,126	16,404	16,869	17,341	17,360	17,806
2	16,001	16,381	16,912	17,360	17,555	18,072	18,588	19,105	19,621	20,138
3	17,459	18,041	18,622	19,204	19,785	20,367	20,948	21,530	22,111	22,693
4	19,599	20,252	20,905	21,558	22,211	22,863	23,516	24,169	24,822	25,475
5	21,928	22,659	23,390	24,120	24,851	25,582	26,312	27,043	27,774	28,504
6	24,442	25,257	26,072	26,886	27,701	28,516	29,331	30,146	30,960	31,775
7	27,161	28,066	28,972	29,877	30,782	31,688	32,593	33,498	34,404	35,309
8	30,081	31,083	32,085	33,087	34,090	35,092	36,094	37,096	38,099	39,101
9	33,226	34,333	35,441	36,549	37,657	38,764	39,872	40,980	42,087	43,195
10	36,589	37,809	39,028	40,248	41,468	42,687	43,907	45,126	46,346	47,565
11	40,201	41,541	42,881	44,221	45,561	46,901	48,241	49,580	50,920	52,260
12	48,181	49,787	51,393	52,999	54,606	56,212	57,818	59,424	61,030	62,636

Continued on the next page

1999 Pay Rates for Locality 14, Los Angeles of 11.14 Percent (Net Increase: 3.88 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,851	15,345	15,840	16,331	16,827	17,117	17,602	18,095	18,115	18,580
2	16,697	17,093	17,647	18,115	18,318	18,857	19,396	19,935	20,474	21,013
3	18,218	18,825	19,432	20,039	20,645	21,252	21,859	22,466	23,073	23,679
4	20,451	21,132	21,813	22,495	23,176	23,857	24,539	25,220	25,901	26,582
5	22,882	23,644	24,406	25,169	25,931	26,694	27,456	28,218	28,981	29,743
6	25,504	26,355	27,205	28,055	28,905	29,756	30,606	31,456	32,306	33,156
7	28,342	29,287	30,231	31,176	32,121	33,065	34,010	34,955	35,899	36,844
8	31,388	32,434	33,480	34,526	35,571	36,617	37,663	38,709	39,755	40,801
9	34,670	35,826	36,982	38,138	39,294	40,449	41,605	42,761	43,917	45,073
10	38,180	39,452	40,725	41,998	43,270	44,543	45,815	47,088	48,360	49,633
11	41,949	43,347	44,745	46,143	47,541	48,939	50,338	51,736	53,134	54,532
12	50,275	51,951	53,627	55,303	56,979	58,655	60,331	62,007	63,683	65,359

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1999 Pay Rates for Locality 30, Miami of 8.51 Percent (Net Increase: 3.72 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,499	14,982	15,465	15,944	16,428	16,712	17,186	17,667	17,686	18,141
2	16,301	16,689	17,229	17,686	17,885	18,411	18,937	19,463	19,990	20,516
3	17,787	18,379	18,972	19,564	20,157	20,749	21,342	21,934	22,527	23,119
4	19,967	20,632	21,297	21,962	22,628	23,293	23,958	24,623	25,288	25,953
5	22,340	23,084	23,829	24,573	25,318	26,062	26,806	27,551	28,295	29,039
6	24,901	25,731	26,561	27,391	28,221	29,051	29,881	30,712	31,542	32,372
7	27,671	28,593	29,516	30,438	31,360	32,283	33,205	34,127	35,050	35,972
8	30,645	31,666	32,688	33,709	34,730	35,751	36,772	37,793	38,814	39,835
9	33,850	34,978	36,107	37,235	38,364	39,492	40,621	41,749	42,878	44,006
10	37,276	38,519	39,761	41,004	42,246	43,489	44,731	45,974	47,216	48,458
11	40,956	42,321	43,686	45,051	46,416	47,781	49,146	50,511	51,876	53,242
12	49,086	50,722	52,358	53,995	55,631	57,267	58,904	60,540	62,176	63,813

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1999 Pay Rates for Locality 33, Milwaukee of 6.74 Percent (Net Increase: 3.63 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,263	14,738	15,213	15,684	16,160	16,439	16,905	17,378	17,398	17,845
2	16,036	16,417	16,948	17,398	17,593	18,111	18,628	19,146	19,664	20,181
3	17,497	18,080	18,662	19,245	19,828	20,411	20,994	21,576	22,159	22,742
4	19,641	20,296	20,950	21,604	22,258	22,913	23,567	24,221	24,876	25,530
5	21,976	22,708	23,440	24,172	24,905	25,637	26,369	27,101	27,834	28,566
6	24,495	25,311	26,128	26,944	27,761	28,578	29,394	30,211	31,027	31,844
7	27,220	28,127	29,034	29,942	30,849	31,756	32,664	33,571	34,478	35,385
8	30,146	31,150	32,154	33,159	34,163	35,168	36,172	37,176	38,181	39,185
9	33,298	34,408	35,518	36,628	37,738	38,848	39,958	41,068	42,178	43,288
10	36,668	37,891	39,113	40,335	41,557	42,779	44,001	45,224	46,446	47,668
11	40,288	41,631	42,974	44,316	45,659	47,002	48,345	49,687	51,030	52,373
12	48,285	49,895	51,504	53,114	54,723	56,333	57,943	59,552	61,162	62,772

Continued on the next page

1999 Pay Rates for Locality 34, Minneapolis of 7.92 Percent (Net Increase: 3.68 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,420	14,901	15,381	15,858	16,339	16,621	17,092	17,570	17,590	18,042
2	16,213	16,598	17,136	17,590	17,787	18,311	18,834	19,358	19,881	20,404
3	17,690	18,279	18,869	19,458	20,047	20,636	21,226	21,815	22,404	22,993
4	19,858	20,520	21,181	21,843	22,505	23,166	23,828	24,489	25,151	25,812
5	22,219	22,959	23,699	24,440	25,180	25,920	26,661	27,401	28,141	28,882
6	24,765	25,591	26,417	27,242	28,068	28,893	29,719	30,545	31,370	32,196
7	27,521	28,438	29,355	30,273	31,190	32,107	33,025	33,942	34,859	35,777
8	30,479	31,494	32,510	33,525	34,541	35,556	36,572	37,587	38,603	39,619
9	33,666	34,788	35,910	37,033	38,155	39,277	40,400	41,522	42,645	43,767
10	37,074	38,309	39,545	40,781	42,016	43,252	44,488	45,724	46,959	48,195
11	40,733	42,091	43,449	44,806	46,164	47,521	48,879	50,237	51,594	52,952
12	48,819	50,446	52,074	53,701	55,328	56,956	58,583	60,211	61,838	63,466

Continued on the next page

1999 Pay Rates for Locality 16, New York of 10.55 Percent (Net Increase: 3.84 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,772	15,264	15,756	16,244	16,737	17,026	17,509	17,999	18,019	18,482
2	16,608	17,003	17,553	18,019	18,221	18,757	19,293	19,829	20,366	20,902
3	18,121	18,725	19,329	19,932	20,536	21,139	21,743	22,347	22,950	23,554
4	20,342	21,020	21,698	22,375	23,053	23,731	24,408	25,086	25,764	26,441
5	22,760	23,518	24,277	25,035	25,794	26,552	27,310	28,069	28,827	29,585
6	25,369	26,215	27,060	27,906	28,752	29,598	30,443	31,289	32,135	32,980
7	28,191	29,131	30,071	31,010	31,950	32,890	33,829	34,769	35,709	36,648
8	31,222	32,262	33,302	34,342	35,383	36,423	37,463	38,503	39,544	40,584
9	34,486	35,636	36,786	37,935	39,085	40,235	41,384	42,534	43,684	44,834
10	37,977	39,243	40,509	41,775	43,040	44,306	45,572	46,838	48,104	49,369
11	41,726	43,117	44,507	45,898	47,289	48,680	50,070	51,461	52,852	54,242
12	50,008	51,675	53,343	55,010	56,677	58,344	60,011	61,678	63,345	65,012

Continued on the next page

1999 Pay Rates for Locality 37, Orlando of 5.87 Percent (Net Increase: 3.54 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,146	14,617	15,089	15,557	16,029	16,305	16,768	17,237	17,256	17,699
2	15,905	16,283	16,810	17,256	17,449	17,963	18,476	18,990	19,503	20,017
3	17,354	17,932	18,510	19,088	19,666	20,244	20,823	21,401	21,979	22,557
4	19,481	20,130	20,779	21,428	22,077	22,726	23,375	24,024	24,673	25,322
5	21,797	22,523	23,249	23,975	24,702	25,428	26,154	26,880	27,607	28,333
6	24,295	25,105	25,915	26,725	27,535	28,345	29,154	29,964	30,774	31,584
7	26,998	27,898	28,798	29,698	30,597	31,497	32,397	33,297	34,197	35,097
8	29,900	30,896	31,892	32,889	33,885	34,881	35,877	36,873	37,870	38,866
9	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,835	42,936
10	36,370	37,582	38,794	40,006	41,218	42,431	43,643	44,855	46,067	47,279
11	39,960	41,291	42,623	43,955	45,287	46,619	47,951	49,282	50,614	51,946
12	47,891	49,488	51,084	52,681	54,277	55,874	57,470	59,067	60,664	62,260

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1999 Pay Rates for Locality 19, Philadelphia of 8.30 Percent (Net Increase: 3.70 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,471	14,953	15,435	15,914	16,397	16,679	17,153	17,632	17,652	18,106
2	16,270	16,657	17,196	17,652	17,850	18,375	18,901	19,426	19,951	20,476
3	17,753	18,344	18,935	19,526	20,118	20,709	21,300	21,892	22,483	23,074
4	19,928	20,592	21,256	21,920	22,584	23,248	23,912	24,575	25,239	25,903
5	22,297	23,040	23,783	24,526	25,269	26,011	26,754	27,497	28,240	28,983
6	24,853	25,681	26,510	27,338	28,167	28,995	29,824	30,652	31,481	32,309
7	27,618	28,538	29,459	30,379	31,300	32,220	33,141	34,061	34,982	35,903
8	30,586	31,605	32,624	33,643	34,662	35,682	36,701	37,720	38,739	39,758
9	33,784	34,911	36,037	37,163	38,289	39,416	40,542	41,668	42,795	43,921
10	37,204	38,444	39,684	40,924	42,164	43,404	44,645	45,885	47,125	48,365
11	40,877	42,239	43,602	44,964	46,326	47,689	49,051	50,414	51,776	53,138
12	48,991	50,624	52,257	53,890	55,523	57,156	58,790	60,423	62,056	63,689

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1999 Pay Rates for Locality 35, Pittsburgh of 6.68 Percent (Net Increase: 3.56 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,255	14,729	15,204	15,676	16,151	16,430	16,896	17,369	17,388	17,835
2	16,027	16,407	16,939	17,388	17,583	18,100	18,618	19,135	19,653	20,170
3	17,487	18,069	18,652	19,234	19,817	20,399	20,982	21,564	22,147	22,729
4	19,630	20,284	20,938	21,592	22,246	22,900	23,554	24,208	24,862	25,516
5	21,963	22,695	23,427	24,159	24,891	25,622	26,354	27,086	27,818	28,550
6	24,481	25,297	26,113	26,929	27,745	28,561	29,378	30,194	31,010	31,826
7	27,204	28,111	29,018	29,925	30,832	31,738	32,645	33,552	34,459	35,365
8	30,129	31,132	32,136	33,140	34,144	35,148	36,152	37,156	38,159	39,163
9	33,279	34,388	35,498	36,607	37,717	38,826	39,936	41,045	42,155	43,264
10	36,648	37,869	39,091	40,312	41,534	42,755	43,977	45,198	46,420	47,641
11	40,265	41,607	42,949	44,291	45,633	46,975	48,318	49,660	51,002	52,344
12	48,258	49,866	51,475	53,084	54,693	56,301	57,910	59,519	61,128	62,736

Continued on the next page

1999 Pay Rates for Locality 31, Portland of 7.80 Percent (Net Increase: 3.71 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,404	14,884	15,364	15,840	16,321	16,602	17,073	17,551	17,570	18,022
2	16,195	16,580	17,116	17,570	17,768	18,290	18,813	19,336	19,859	20,382
3	17,671	18,259	18,848	19,436	20,025	20,614	21,202	21,791	22,379	22,968
4	19,836	20,497	21,158	21,819	22,480	23,140	23,801	24,462	25,123	25,784
5	22,194	22,933	23,673	24,412	25,152	25,891	26,631	27,370	28,110	28,849
6	24,738	25,563	26,387	27,212	28,037	28,861	29,686	30,511	31,335	32,160
7	27,490	28,406	29,323	30,239	31,155	32,072	32,988	33,904	34,820	35,737
8	30,445	31,459	32,474	33,488	34,502	35,517	36,531	37,546	38,560	39,574
9	33,628	34,749	35,870	36,992	38,113	39,234	40,355	41,476	42,597	43,718
10	37,033	38,267	39,501	40,735	41,970	43,204	44,438	45,673	46,907	48,141
11	40,688	42,044	43,400	44,756	46,113	47,469	48,825	50,181	51,537	52,893
12	48,764	50,390	52,016	53,641	55,267	56,893	58,518	60,144	61,769	63,395

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1999 Pay Rates for Locality 32, Richmond of 6.61 Percent (Net Increase: 3.58 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,245	14,720	15,194	15,665	16,141	16,419	16,885	17,357	17,376	17,823
2	16,016	16,397	16,928	17,376	17,571	18,089	18,606	19,123	19,640	20,157
3	17,476	18,058	18,640	19,222	19,804	20,386	20,968	21,550	22,132	22,714
4	19,617	20,271	20,924	21,578	22,231	22,885	23,538	24,192	24,845	25,499
5	21,949	22,680	23,412	24,143	24,874	25,606	26,337	27,068	27,800	28,531
6	24,465	25,280	26,096	26,912	27,727	28,543	29,358	30,174	30,989	31,805
7	27,187	28,093	28,999	29,905	30,811	31,718	32,624	33,530	34,436	35,342
8	30,109	31,112	32,115	33,118	34,122	35,125	36,128	37,131	38,134	39,138
9	33,257	34,366	35,474	36,583	37,692	38,801	39,909	41,018	42,127	43,236
10	36,624	37,844	39,065	40,286	41,506	42,727	43,948	45,169	46,389	47,610
11	40,239	41,580	42,921	44,262	45,603	46,945	48,286	49,627	50,968	52,309
12	48,226	49,834	51,441	53,049	54,657	56,264	57,872	59,480	61,088	62,695

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1999 Pay Rates for Locality 20, Sacramento of 8.27 Percent (Net Increase: 3.70 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,467	14,949	15,431	15,909	16,392	16,675	17,148	17,627	17,647	18,101
2	16,265	16,652	17,191	17,647	17,845	18,370	18,895	19,420	19,945	20,471
3	17,748	18,339	18,930	19,521	20,112	20,703	21,295	21,886	22,477	23,068
4	19,923	20,586	21,250	21,914	22,578	23,241	23,905	24,569	25,232	25,896
5	22,291	23,033	23,776	24,519	25,262	26,004	26,747	27,490	28,232	28,975
6	24,846	25,674	26,502	27,331	28,159	28,987	29,815	30,644	31,472	32,300
7	27,610	28,530	29,451	30,371	31,291	32,211	33,132	34,052	34,972	35,893
8	30,578	31,596	32,615	33,634	34,653	35,672	36,691	37,709	38,728	39,747
9	33,775	34,901	36,027	37,153	38,279	39,405	40,531	41,657	42,783	43,909
10	37,194	38,434	39,673	40,913	42,153	43,392	44,632	45,872	47,112	48,351
11	40,865	42,227	43,590	44,952	46,314	47,676	49,038	50,400	51,762	53,124
12	48,977	50,610	52,242	53,875	55,508	57,141	58,773	60,406	62,039	63,671

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1999 Pay Rates for Locality 21, St. Louis of 6.17 Percent (Net Increase: 3.55 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,186	14,659	15,131	15,601	16,074	16,351	16,815	17,286	17,305	17,750
2	15,950	16,329	16,858	17,305	17,499	18,014	18,529	19,044	19,559	20,074
3	17,403	17,983	18,563	19,142	19,722	20,302	20,882	21,461	22,041	22,621
4	19,536	20,187	20,838	21,489	22,140	22,790	23,441	24,092	24,743	25,394
5	21,858	22,587	23,315	24,043	24,772	25,500	26,228	26,957	27,685	28,413
6	24,364	25,176	25,988	26,800	27,613	28,425	29,237	30,049	30,861	31,674
7	27,074	27,977	28,879	29,782	30,684	31,587	32,489	33,392	34,294	35,196
8	29,985	30,984	31,983	32,982	33,981	34,980	35,979	36,978	37,977	38,976
9	33,120	34,224	35,328	36,432	37,536	38,641	39,745	40,849	41,953	43,057
10	36,473	37,688	38,904	40,120	41,335	42,551	43,766	44,982	46,198	47,413
11	40,073	41,408	42,744	44,080	45,415	46,751	48,087	49,422	50,758	52,093
12	48,027	49,628	51,229	52,830	54,431	56,032	57,633	59,234	60,835	62,436

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1999 Pay Rates for Locality 24, San Diego of 8.62 Percent (Net Increase: 3.75 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,514	14,997	15,481	15,961	16,445	16,729	17,203	17,684	17,704	18,159
2	16,318	16,706	17,247	17,704	17,903	18,430	18,956	19,483	20,010	20,537
3	17,805	18,398	18,991	19,584	20,177	20,770	21,363	21,956	22,550	23,143
4	19,987	20,653	21,319	21,985	22,651	23,316	23,982	24,648	25,314	25,980
5	22,363	23,108	23,853	24,598	25,343	26,088	26,833	27,579	28,324	29,069
6	24,926	25,757	26,588	27,419	28,250	29,081	29,912	30,743	31,574	32,405
7	27,699	28,622	29,546	30,469	31,392	32,316	33,239	34,162	35,085	36,009
8	30,676	31,699	32,721	33,743	34,765	35,787	36,809	37,831	38,853	39,875
9	33,884	35,014	36,143	37,273	38,403	39,532	40,662	41,792	42,921	44,051
10	37,314	38,558	39,802	41,045	42,289	43,533	44,776	46,020	47,264	48,508
11	40,998	42,364	43,730	45,097	46,463	47,830	49,196	50,563	51,929	53,295
12	49,135	50,773	52,411	54,049	55,687	57,325	58,963	60,601	62,239	63,877

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1999 Pay Rates for Locality 25, San Francisco of 13.06 Percent (Net Increase: 4.02 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	15,107	15,610	16,113	16,613	17,117	17,412	17,906	18,407	18,428	18,901
2	16,985	17,389	17,952	18,428	18,635	19,183	19,731	20,280	20,828	21,376
3	18,533	19,150	19,767	20,385	21,002	21,619	22,237	22,854	23,471	24,089
4	20,804	21,497	22,190	22,883	23,576	24,269	24,963	25,656	26,349	27,042
5	23,277	24,052	24,828	25,604	26,379	27,155	27,930	28,706	29,482	30,257
6	25,945	26,810	27,675	28,540	29,405	30,270	31,134	31,999	32,864	33,729
7	28,831	29,792	30,753	31,714	32,675	33,636	34,597	35,559	36,520	37,481
8	31,930	32,994	34,058	35,122	36,186	37,250	38,314	39,378	40,442	41,505
9	35,269	36,445	37,621	38,797	39,972	41,148	42,324	43,500	44,676	45,851
10	38,840	40,134	41,429	42,723	44,018	45,312	46,607	47,901	49,196	50,490
11	42,673	44,096	45,518	46,940	48,363	49,785	51,207	52,629	54,052	55,474
12	51,144	52,849	54,554	56,259	57,964	59,669	61,373	63,078	64,783	66,488

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1999 Pay Rates for Locality 26, Seattle of 7.96 Percent (Net Increase: 3.7 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,426	14,906	15,386	15,864	16,345	16,627	17,099	17,577	17,596	18,049
2	16,219	16,604	17,142	17,596	17,794	18,318	18,841	19,365	19,888	20,412
3	17,697	18,286	18,876	19,465	20,055	20,644	21,234	21,823	22,412	23,002
4	19,866	20,528	21,189	21,851	22,513	23,175	23,836	24,498	25,160	25,822
5	22,227	22,967	23,708	24,449	25,189	25,930	26,670	27,411	28,152	28,892
6	24,775	25,601	26,426	27,252	28,078	28,904	29,730	30,556	31,382	32,208
7	27,531	28,449	29,366	30,284	31,202	32,119	33,037	33,954	34,872	35,790
8	30,490	31,506	32,522	33,538	34,554	35,570	36,585	37,601	38,617	39,633
9	33,678	34,801	35,924	37,046	38,169	39,292	40,415	41,538	42,660	43,783
10	37,087	38,324	39,560	40,796	42,032	43,268	44,504	45,740	46,977	48,213
11	40,748	42,107	43,465	44,823	46,181	47,539	48,897	50,255	51,614	52,972
12	48,837	50,465	52,093	53,721	55,349	56,977	58,605	60,233	61,861	63,489

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1999 Pay rates for Locality 27, Washington of 7.87 Percent (Net Increase: 3.68 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,414	14,894	15,374	15,850	16,332	16,613	17,084	17,562	17,582	18,034
2	16,205	16,590	17,128	17,582	17,779	18,302	18,825	19,349	19,872	20,395
3	17,682	18,271	18,860	19,449	20,038	20,627	21,216	21,805	22,394	22,983
4	19,849	20,510	21,172	21,833	22,494	23,155	23,817	24,478	25,139	25,800
5	22,208	22,948	23,688	24,428	25,168	25,908	26,648	27,388	28,128	28,868
6	24,754	25,579	26,404	27,230	28,055	28,880	29,705	30,530	31,356	32,181
7	27,508	28,425	29,342	30,259	31,176	32,092	33,009	33,926	34,843	35,760
8	30,465	31,480	32,495	33,510	34,525	35,540	36,555	37,570	38,585	39,600
9	33,650	34,772	35,894	37,016	38,137	39,259	40,381	41,503	42,625	43,747
10	37,057	38,292	39,527	40,762	41,997	43,232	44,467	45,702	46,937	48,173
11	40,714	42,071	43,428	44,785	46,142	47,499	48,856	50,213	51,570	52,927
12	48,796	50,423	52,049	53,676	55,303	56,929	58,556	60,183	61,810	63,436

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1999 Pay Rates for Locality 28, Rest of U.S. of 5.87 Percent (Net Increase: 3.54 Percent)

Step →	1	2	3	4	5	6	7	8	9	10
Grade ↓										
1	14,146	14,617	15,089	15,557	16,029	16,305	16,768	17,237	17,256	17,699
2	15,905	16,283	16,810	17,256	17,449	17,963	18,476	18,990	19,503	20,017
3	17,354	17,932	18,510	19,088	19,666	20,244	20,823	21,401	21,979	22,557
4	19,481	20,130	20,779	21,428	22,077	22,726	23,375	24,024	24,673	25,322
5	21,797	22,523	23,249	23,975	24,702	25,428	26,154	26,880	27,607	28,333
6	24,295	25,105	25,915	26,725	27,535	28,345	29,154	29,964	30,774	31,584
7	26,998	27,898	28,798	29,698	30,597	31,497	32,397	33,297	34,197	35,097
8	29,900	30,896	31,892	32,889	33,885	34,881	35,877	36,873	37,870	38,866
9	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,835	42,936
10	36,370	37,582	38,794	40,006	41,218	42,431	43,643	44,855	46,067	47,279
11	39,960	41,291	42,623	43,955	45,287	46,619	47,951	49,282	50,614	51,946
12	47,891	49,488	51,084	52,681	54,277	55,874	57,470	59,067	60,664	62,260